

AGENDA FOR
BOARD OF SCHOOL TRUSTEES
REGULAR MEETING

Elkhart Community Schools
Elkhart, Indiana

REVISED

November 12, 2013

CALENDAR

Nov	12	5:30 p.m.	Public Work Session, J.C. Rice Educational Services Center
Nov	12	Immediately following	Executive Session, J.C. Rice Educational Services Center
Nov	12	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Nov	19	7:00 a.m.	Public Work Session, Monger Elementary
Nov	26	7:00 p.m.	Regular Board Meeting, Pinewood Elementary
Dec	10	7:00 p.m.	Regular Board Meeting, J.C. Rice Educational Services Center
Dec	17	7:00 a.m.	Regular Board Meeting, J.C. Rice Educational Services Center

- A. CALL TO ORDER
- B. INVITATION TO SPEAK PROTOCOL
- C. PLEDGE OF ALLEGIANCE – Boy Scout Troop #747
Leader – Eric Holdread
- D. GIFT ACCEPTANCE – The administration recommends the Board accept with appreciation donations made to Elkhart Community Schools.
- E. SUPERINTENDENT’S STUDENT ADVISORY COUNCIL REPRESENTATIVES
- F. STUDENT RECOGNITION
Central Volleyball Team
Memorial Cross Country Champion
- G. MINUTES
October 22, 2013 – Public Work Session
October 22, 2013 – Regular Board Meeting
- H. TREASURER'S REPORT

Consideration of Claims

Fund Loans – The Business Office reports on fund loans made at the end of October 2013.

Additional Appropriation

Extra-Curricular Purchase – The Business Office seeks Board approval of extra-curricular purchase requests.

I. NEW BUSINESS

Overnight Trip Requests - The administration seeks Board approval of overnight trip requests.

J. PERSONNEL

Conference Leaves - It is recommended that the Board grant conference leave requests in accordance with Board Policy to staff members as recommended by the administration.

Certified and Classified Staff - See the report and recommendations of the administration.

K. INFORMATION AND PROPOSALS

From Audience

From Superintendent and Staff

-Superintendent seeks Board approval for professional learning community (PLC) time for entire school district.

-Superintendent seeks Board approval to alter Roosevelt Elementary's schedule.

From Board

L. ADJOURNMENT



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BEARDSLEY ELEMENTARY SCHOOL
Elkhart Community Schools
1027 McPherson Street, Elkhart, IN 46514-3571
(574) 262-5575 / 5576 fax
www.elkhart.k12.in.us

DATE: November 4, 2013
TO: Dr. Rob Haworth
Board of School Trustees

FROM: Valerie Priller

RE: Donation Approval

First Presbyterian Church presented a gift of \$265.00 to be used for a 1st grade fieldtrip at Kercher Apple Orchard . We appreciate their generosity and kindness. The children had a great time!

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Respectfully Submitted,

Valerie Priller
Principal

First Presbyterian Church
200 East Beardsley Avenue
Elkhart, In 46514



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MARY DALY ELEMENTARY SCHOOL
Elkhart Community Schools
1735 Strong Avenue, Elkhart, IN 46514-1912
(574) 295-4870 / 4877 fax
www.elkhart.k12.in.us

DATE: October 24, 2013
TO: Dr. Rob Haworth
Board of School Trustees
FROM: Joshua D. Nice
RE: Donation Approval

Target of Goshen has donated an entire skid of notebook paper to Daly Elementary (value unspecified). We are grateful to Target for their considerations and support of our students and staff.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Target of Goshen
38 Midway Rd
Goshen, IN 46526



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CURRICULUM AND INSTRUCTION
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5559 / 5556 fax
www.elkhart.k12.in.us

Memorandum

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: November 6, 2013

RE: Gift Approval – Trip to see “The Christmas Carol” all Third Grades

The Elkhart County Community Foundation forwarded checks in the amount of **\$500.00** from the Oscar and Barbara Schricker Family Fund and **\$490.00** from the Patricia A. Smith Tribute Fund to support the transportation cost of Third Grade students to the Lerner Theater for the presentation of “The Christmas Carol”.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation be sent to:

Pete McCown, Ph.D., President
Elkhart County Community Foundation
101 South Main
P.O. Box 2932
Elkhart, IN 46515-2932



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CURRICULUM AND INSTRUCTION
J. C. Rice Educational Services Center
Elkhart Community Schools
2720 California Road, Elkhart, IN 46514-1220
(574) 262-5559 / 5556 fax
www.elkhart.k12.in.us

Memorandum

TO: Dr. Rob Haworth

FROM: Bruce Klonowski *BK*

DATE: November 6, 2013

RE: Gift Approval – Sixth Grade students visiting area colleges/university/tech. schools

The Elkhart County Community Foundation has approved a discretionary grant of **\$1,700.00** for over 900 Sixth Grade students of Elkhart Community Schools. These sixth graders will take trips to various colleges/university and technical schools in our area such as Ivy Tech, Goshen College, IUSB, Bethel College, and Notre Dame. The chance to visit and learn about a higher learning institute will offer our Sixth Graders an experience that will have a positive effect on their future. The trips will be taken throughout the rest of the school year.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation be sent to:

Pete McCown, Ph.D., President
Elkhart County Community Foundation
101 South Main
P.O. Box 2932
Elkhart, IN 46515-2932



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STUDENT SERVICES

J. C. Rice Educational Services Center

Elkhart Community Schools

2720 California Road, Elkhart, IN 46514-1220

(574) 262-5540 / 5548 fax

www.elkhart.k12.in.us

DATE: November 4, 2013

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Anthony England
Director of Student Services

RE: Donation Approval

The donation of 42 individual hand knitted scarves and 42 sets of hat/scarves for distribution to elementary schools for children in need.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Ruth Ann Owen
700 Liberty
Elkhart, IN 46514



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PINEWOOD ELEMENTARY SCHOOL
Elkhart Community Schools
3420 East Bristol Street, Elkhart, IN 46514-4468
(574) 262-5595 / 5745 fax
www.elkhart.k12.in.us

DATE: November 4, 2013

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Mindy Shaw

RE: Donation Approval

I want to acknowledge the following gifts to the school from the Pinewood PTO organization:
Technology Programs – Reading A-Z (\$1840.65), Brain POP (\$1650.00) and IXL Math (\$2,050.00
Gym Graphics – \$996.

We thank them so much for their generous support of our students and school.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Tricia Davis, Pinewood PTO President
3110 Cherry Tree Lane
Elkhart, IN 46514-4231



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RIVERVIEW ELEMENTARY SCHOOL
Elkhart Community Schools
2509 Wood Street, Elkhart, IN 46516-5037
(574) 295-4850 / 4901 fax
www.elkhart.k12.in.us

DATE: October 23, 2013

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Cherise Richards Kindergarten, Riverview Elementary
Barbara Cripe, Principal

RE: Donation Approval

This donation is through the Adopt A Classroom organization that was promoted by J.C. Penny's. The donation is worth \$500.00 and is to be used on the Adopt A Classroom website that has links to various providers that the recipient can order from online. I will be using the donation to purchase classroom supplies (construction paper, card stock, manipulatives, etc.) and books.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

The Coach Foundation
6501 North Grape Road
Mishawaka, IN 46545



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RIVERVIEW ELEMENTARY SCHOOL
Elkhart Community Schools
2509 Wood Street, Elkhart, IN 46516-5037
(574) 295-4850 / 4901 fax
www.elkhart.k12.in.us

DATE: November 4, 2013

TO: Dr. Rob Haworth
Board of School Trustees

FROM: Barbara Cripe, Principal of Riverview Elementary

RE: Donation Approval

Sam's Club of Goshen, Indiana has awarded Mr. Douglas Hunnings, Sixth grade teacher at Riverview Elementary, with a gift from the Walmart Foundation valued at \$1,100 to purchase ipads to be used in the classroom during whole group and small group instruction.

I am requesting approval from the Board of School Trustees to accept this donation and that an appropriate letter of acknowledgement and appreciation is sent to:

Walmart Foundation (Goshen's Sam's Club)
4024 Elkhart Rd
Goshen, IN 46526

MINUTES OF THE
PUBLIC WORK SESSION
OF THE
BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana

October 22, 2013

Cleveland Elementary, 53403 CR 1, Elkhart - 5:30 p.m.

Time/Place

Board Members
Present:

Jeri E. Stahr
Dorisanne H. Nielsen
Carolyn R. Morris

Karen S. Carter
Susan C. Daiber
Glenn L. Duncan
Douglas K. Weaver

Roll Call

ECS Personnel Present:

Dave Benak
Doug Hasler
Rob Haworth

John Hill
Bill Kovach
Doug Thorne
Bob Woods

Dr. Haworth gave a report to the Board about the Advisory Panel meetings that have taken place so far; also received a report on Roosevelt Elementary proposing a different schedule for staff and students; ECS is developing a Social Media Policy.

Topics
Discussed

The meeting adjourned at approximately 6:40 p.m.

Adjournment

APPROVED:

Signatures

Jeri E. Stahr, President

Karen S. Carter, Member

Dorisanne H. Nielsen, Vice President

Susan C. Daiber Member

Carolyn R. Morris, Secretary

Glenn L. Duncan, Member

Douglas K. Weaver, Member

MINUTES
OF THE REGULAR MEETING
OF THE BOARD OF SCHOOL TRUSTEES

Elkhart Community Schools
Elkhart, Indiana
October 22, 2013

Cleveland Elementary, 53403 CR 1, Elkhart - 7:00 p.m.

Place/Time

Board Members Present:	Jeri E. Stahr Dorisanne H. Nielsen Carolyn R. Morris	Karen S. Carter Susan C. Daiber Glenn L. Duncan Douglas K. Weaver
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Roll Call

President Jeri Stahr called the regular meeting of the Board of School Trustees to order.

Call to Order

The Pledge of Allegiance was led by Girl Scout Troop 00062

Pledge

Ms. Stahr discussed the invitation to speak protocol.

Protocol

Two representatives from the Superintendent's Student Advisory Council, Riley Norris, of Central High School, and Daniel Asbury of Memorial High School, gave a report about each of their schools. Daniel shared what activities he is involved with and how Memorial and Central are working on a dance for "SarahStrong". Riley also shared what activities he is involved in and the plans for the "SarahStrong" dance. No date has been set at this time.

SSAC
Representatives

Martha Strickler, Principal of Cleveland Elementary, gave a brief report to the Board about her building and introduced PTO and staff members present. Ms. Strickler recognized the following students for their perfect ISTEP+ scores: Math – Alec Hardrict, third grade, and Dylan Rost, fourth grade. Emily Mosso was recognized for breaking the girls 2002 Softball Throw Record, throwing it 186 feet. Students recognized for Bully Prevention: Stand Up and Speak Out were: Owen Black, second grade; Avery Wrigley, fourth grade; and Thalia Aguilar, fifth grade.

Special
Presentation
from Cleveland
Elementary

The Board heard a report from Ted Foland, energy education specialist. The last full building audit was conducted at Cleveland on Monday, October 21, 2013 at 6:00 p.m. Window blind shut down for the building could be improved. Thirty-seven staff received a "Thank You for Saving Energy" sticker for a complete work station shut down. Cleveland administration and staff efforts have resulted in a cost

Cleveland
Building Report

avoidance of 27.1% from January thru August 2013, ranked 10th over all buildings and valued at \$20,896.00. Cost avoidance for the entire corporation currently is 29.2% from January thru August 2013, valued at \$865,632.00. This is a .6% improvement over the same period last year. Total savings from September 2009 thru today is valued at 3.8 million dollars.

Tony England, director of Student Services, gave a report on Alternative Services for ECS students in elementary through high school. He covered the partnerships we have with CAPS (Children and Parent Services), The Crossing, and Bashor Children's Home. He stated these children need positive relationships to help them make better decisions.

Alternative
Education

By unanimous action, the Board accepted with appreciation donations made to Elkhart Community Schools (ECS): \$1,306.26 in scrap metal from Bennington Marine for the welding program at the Elkhart Area Career Center; \$2,163.42 in scrap steel from Mor/ryde for the welding students at the EACC; 432 American flags from the VFW, Post 88, to be used by students and staff at Eastwood for Veteran's Day programs; and 3,600 science fair boards donated by Welch Packaging, through a partnership with ETHOS, valued at approximately \$23,400.

Gift Acceptance

By unanimous vote, the Board approved the following minutes:

- October 8, 2013 – Public Work Session
- October 8, 2013 – Regular Board Meeting
- October 15, 2013 – Public Work Session

Approval of
Minutes

By unanimous action, the Board approved payment of claims totaling \$4,577,971.81 as shown on the October 22, 2013, claims listing. (Codified File 1314-36)

Payment of
Claims

The Board received the financial report for the period of January 1, 2013, through September 30, 2013. In response to Board inquiry, Doug Hasler, executive director of support services, indicated the accounts with negative balances are due to the fact the expenditures must be made before requesting state and federal reimbursements.

Financial Report

By unanimous action, the Board approved an extracurricular purchase for Pierre Moran Middle School to purchase 14 football helmets at a cost of \$1,389.34.

Extra Curricular
Purchases

By unanimous action, the Board approved proposed revisions to Board Policy IKEA, Transfer and Recognition of Credits, as presented at the October 8th Board meeting.

Board Policy
IKEA

By unanimous action, the Board approved proposed revisions to Board Policy IKF, Graduation Requirements, as presented at the October 8th Board meeting.

Board Policy
IKF

By unanimous action, the Board approved submission of the following three grants:

Grant Application

Elkhart Municipal Band Foundation's Instrumental Music Program from Central. If this grant is awarded, it will be used to help fund the Winter Guard and Winter Percussion programs.

Title II, Part A Improving Teacher Quality and Effectiveness Grant Application to the Indiana Department of Education for FFY 2013.

Title II, Part A Improving Teacher Quality and Effectiveness Grant Application to the Indiana Department of Education for FFY 2013.

"Pet in the Classroom" for reimbursement of money spent on tortoises and supplies at Woodland. (Codified Files 1314-37)

By unanimous action, the Board approved an overnight trip request for members of the Move2Stand Club, going to Nashville, TN, from November 10 to November 12, 2013. They will be providing examples of activities they have done and awareness actions they have planned in bullying prevention.

Overnight Trip Request

By unanimous action, the Board approved conference leave requests in accordance with Board policy for staff members as recommended by the administration on the October 22, 2013, listing and October 22, 2013 addendum. (Codified File 1314-38)

Conference Leave Report

By unanimous action, the Board approved the following personnel recommendations of the administration:

Personnel Report

A consent agreements regarding unpaid time. (Codified File 1314-39)

Consent Agreement

Employment of the following three (3) certified staff for the 2013-2014 school year:

Certified Employment

Jacquelyn Fair – fourth grade at Bristol

Erika Green – fifth grade at Cleveland

Megan Schuler – Kindergarten at Eastwood

Regular employment for the following twenty-seven (27) classified employees who have successfully completed their probationary periods on dates indicated:

Classified Employment

Anita Bates – food services at Roosevelt – 10/16/13

Kevin Brandy – parent support at Bristol – 10/10/13

David Brennan - technical assistant at Memorial – 10/16/13

Natasha Cain – paraprofessional at Beck – 10/16/13

Jodi Cramer - paraprofessional at Roosevelt – 10/16/13

Yolanda DeGraffreed- paraprofessional at Roosevelt- 10/16/13

Janine DeShone – secretary at Memorial – 10/7/13

Barbara Estrup – registered nurse at Riverview – 10/14/13
 John Faigh – bus driver with transportation – 10/16/13
 Alejandra Floyd – paraprofessional at Monger – 10/16/13
 Jessica Fortoso – paraprofessional at Hawthorne – 10/15/13
 Irene Garcia – bus driver with transportation – 10/17/13
 Marlene Gaspar - paraprofessional at Roosevelt – 10/15/13
 Patricia Grace - paraprofessional at Eastwood – 10/16/13
 Lisa Grover – food services at Memorial – 10/16/13
 Randy Hopper – bus driver with transportation – 10/16/13
 Sandra Iavagnilio – secretary at Memorial – 10/16/13
 Emily Lewandowski–social worker at Monger/Riverview-
 10/10/13
 Lindsay Lucchese - paraprofessional at Pinewood – 10/16/13
 Tracey Miller – social worker at North Side – 10/14/13
 Eva Peters – food services at Memorial – 10/14/13
 Denise Pletcher – food services at Memorial – 10/15/13
 Tierah Rodman - paraprofessional at Osolo – 10/16/13
 Lisa Rose - paraprofessional at Beck – 10/16/13
 Kimberly Stoll – food services at Memorial – 10/17/13
 Peggy Wentland – food services at Central – 10/17/13
 Jodi Wolschlager – secretary at Monger – 10/14/13

Resignation of the following three (3) classified employees effective on dates indicated:

Lori Dreamer – Registered Nurse at Eastwood, 10/25/13
 Ursula Dukes – Transportation/Bus Driver, 10/14/13
 Joshua Roth – Paraprofessional at North Side, 10/25/13

Retirement of Ann Eshefelder – Secretary at Beck, with 21 years of service, effective 1/10/2014

Removed from the table Board Policy GDBA-8, Registered Nurses' Compensation Plan, and approved as originally presented at the September 10, 2013 meeting.

The meeting adjourned at approximately 8:08 p.m.

Classified
Resignation

Classified
Retirement

From the Board

Adjournment

APPROVED:

Signatures

Jeri E. Stahr - President

Dorisanne H. Nielsen - Vice President

Carolyn R. Morris - Secretary

Karen S. Carter - Member

Susan C. Daiber - Member

Glenn L. Duncan - Member

Douglas K. Weaver - Member

ELKHART COMMUNITY SCHOOLS
Elkhart, IN

November 7, 2013

TO: Board of School Trustees
Dr. Haworth

FROM: Douglas A. Hasler

SUBJECT: Additional Appropriation

As we approach the end of the current budget year, I am in the process of evaluating our fund appropriations and anticipated revenue to cover such appropriations.

All of our “state approved” funds are experiencing revenue shortfalls. I am anticipating that it will be necessary for Elkhart Schools to request an additional appropriation in our Rainy Day Fund to support one or more of our funds that appear to be in danger of lacking funds to support necessary appropriations.

I plan to come to the Board in the November 26th Board meeting to request your authorization to publish legal notice of a public hearing to consider one or more proposed additional appropriations for the purposes outlined above. The public hearing would need to occur in the December 10th Board meeting.

You might recall that Elkhart Schools requested an additional appropriation in the Rainy Day Fund last year since the amount of the final distribution of property tax revenue was uncertain. As it turned out, the final distribution was sufficient to cover our necessary appropriations and the Rainy Day Fund appropriation was not utilized. I anticipate that we will need to draw on funds from the Rainy Day Fund prior to the end of the current budget year.

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

November 7, 2013

TO: Dr. Haworth
Board of School Trustees

FROM: Doug Hasler

SUBJECT: Extra-Curricular Purchase

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
Elkhart Memorial Extra Curricular Fund	Pretzel Warmer	\$1,047.00

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

November 7, 2013

TO: Dr. Haworth
Board of School Trustees

FROM: Doug Hasler

SUBJECT: Extra-Curricular Purchase

The Business Office recommends Board approval of purchase of the following items from extra-curricular funds:

SCHOOL/ACCOUNT	ITEM	AMOUNT
West Side Middle School Extra Curricular Fund	5 Star After School Program	\$2,500.00

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Area Career Center

Class/Group: Motorcycle & Power Equipment Technology/Hot Rodders of Tomorrow

Number of Students: 10

Date/Time Departing: 12-10-2013 8:00 AM

Date/Time Returning: 12-14-2013 6:00 PM

Destination: Lucas Oil/Convention Center City Indianapolis State IN

Overnight Facility: Comfort Suites City Centre

Mode of Transportation: Van/Bus

Reason for Trip: National Finals for Hot Rodders of Tomorrow Engine Challenge (HROTEC) Students will be competing to win scholarship money


Name of Chaperones: Ryan Gortney, Ernie Miller, Mike Stoll, Lesley Stoll, David Dickson, Jen Dickson, John Zeiger, Troy Pullin, Kristie Pullin, Angee Gortney

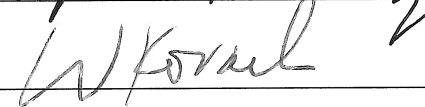
Cost per Student: \$125.00 for meals

Describe Plans for Raising Funds or Funding Source: Hotel and 2 meals are covered by HROTEC


Plans to Defray Costs For Needy Students: I will personally defray cost based on the students needs

Are Needy Students Made Aware of Plans? Yes

Signature of Teacher/Sponsor: 

Signature of Principal:  **Date:** 10/15/2013

Send to Assistant Superintendent for Instruction for approval for submission to the Board of School Trustees.

Approval of Assistant Superintendent:  **Date:** 10/23/13

Approved by Board: _____

(All overnight trips require prior approval by Board Policy IICA.)

**ELKHART COMMUNITY SCHOOLS
OVERNIGHT TRIP REQUEST**

School: Elkhart Central High School
Class/Group: Volleyball
Number of Students: 15
Date/Time Departing: 11/1/13
Date/Time Returning: 11/2/13
Destination: Huntington, IN City IN State
Overnight Facility: Hotel
Mode of Transportation: BUS
Reason for Trip: Semi State

Names of Chaperones: Buckley /

Cost per Student: 0

Describe Plans for Raising Funds or Funding Source: AAUWE Department

Plans to Defray Costs for Needy Students: N/A

Are Needy Students Made Aware of Plans? N/A

Signature of Teacher/Sponsor: [Signature]

Signature of Principal: Kelly Berkeide Date: 10/30/13

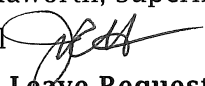
Send to Assistant Superintendent for Instruction for approval and for submission to the Board of School Trustees.

Approval of Assistant Superintendent: [Signature] Date: 11/7/13

Approved by Board: _____

(All overnight trips require prior approval by Board Policy IICA.)

ELKHART COMMUNITY SCHOOLS
Elkhart, Indiana

DATE: November 7, 2013
 TO: Dr. Robert Haworth, Superintendent
 FROM: Dr. John Hill 
 RE: **Conference Leave Requests**
November 12, 2013 - Board of School Trustees Meeting

The following requests for excused absences are recommended for approval:

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
<p>TEACHING AMERICAN HISTORY</p> <p>Mr. Krabill has been a part of a 3 year grant program covering the teaching of American History. Grant monies were left over so they are offering an additional professional development day covering iPad instruction in the classroom. Additional iPads will be available for participants to take back for their classroom.</p> <p>Goshen, IN</p> <p>November 21, 2013 (1 day's absence)</p> <p style="text-align: center;">ANDY KRABILL - CENTRAL (2-2)</p>	\$0.00	\$0.00
<p>AER INTERNATIONAL - ORIENTATION AND MOBILITY CONFERENCE 2013</p> <p>This conference will provide information to drive instruction in orientation and mobility for visually impaired students of all ages including those with multiple disabilities.</p> <p>New Orleans, LA</p> <p>December 9 - 13, 2013 (5 day's absence)</p> <p style="text-align: center;">JULENE FITCH - STUDENT SERVICES (0-0)</p>	\$0.00	\$0.00
<p>PREHOSPITAL TRAUMA LIFE SUPPORT (PHTLS) COURSE</p> <p>Completion of this course will allow Ms. Zachary to teach this course for industry certification for EMT students.</p> <p>Nappanee, IN</p> <p>December 18 - 19, 2013 (2 day's absence)</p> <p style="text-align: center;">MICHELE ZACHARY - EACC (0-0)</p>	\$0.00	\$0.00
<p>TECHNOLOGY CENTERS THAT WORK LEADERS FORUM</p> <p>This forum is specifically designed for staff who have taken the lead in implementing the TCTW initiative. It's an opportunity to review current instructional practices and implement new rigorous standards which will equip our students with the 21st Century Skills needed to be successful in college and middle skill jobs.</p> <p>Oklahoma City, OK</p> <p>January 27 - 30, 2014 (4 day's absence)</p> <p style="text-align: center;">BRENDA EMERSON - EACC (3-5)</p> <p style="text-align: center;">AMBER KOSAR - EACC (1-2)</p> <p style="text-align: center;">BILL KOVACH - EACC (4-15)</p>	\$6,724.95	\$680.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
GAIL LEISTER - EACC (1-2) TRACI PANKRATZ - EACC (1-1) JAIME STITH - EACC (1-0)		
HOOSIER ASSOCIATION OF SCIENCE TEACHERS, INC. (HAISTI) CONFERENCE This conference will provide information regarding technology applications in science instruction, incorporation of literacy into science education, inquiry instruction, assessments for understanding, and human impacts on the environment. Indianapolis, IN February 5 - 6, 2014 (3 day's absence) W. DOUGLAS HUNNINGS - RIVERVIEW (0-0)	\$320.00	\$255.00
FOR CONFIRMATION ONLY: (RECEIVED TOO LATE FOR PRIOR APPROVAL)		
NATIONAL SCIENCE TEACHERS ASSOCIATION (NSTA) - NEXT GENERATION SCIENCE STANDARDS (NGSS) CURATOR TRAINING Ms. Wirth has been asked to participate in the NGSS Curator training. This entails reviewing and cataloguing NGSS resources which will be published for teachers across the country. Charlotte, NC November 8 - 10, 2013 (1 day's absence) DANA WIRTH - ESC (1-1)	\$110.00	\$0.00
INTERNATIONAL BULLY PREVENTION CONFERENCE This conference will provide several break out sessions which will contain beneficial information in support of the anti-bullying initiative at Central and Memorial. Two student leaders from each high school will be attending and are scheduled to speak at the conference. Nashville, TN November 11 - 12, 2013 (2 day's absence) TODD KELLY - CENTRAL/MEMORIAL (0-0)	\$452.00	\$0.00
VIRGINIA B. BALL CENTER FOR CREATIVE INQUIRE Participation in this workshop will provide additional resources which can be used to supplement the 4th grade PEP curriculum. South Bend, IN November 14, 2013 (1 day's absence) RITA WALT - BRISTOL (1-2)	\$0.00	\$0.00
TOTAL	\$7,606.95	\$935.00

2013 - 2014 CONFERENCES	EXPENSES	SUBSTITUTE
2013 YEAR-TO-DATE GENERAL FUNDS	\$18,300.16	\$2,170.00
2014 YEAR-TO-DATE GENERAL FUNDS	\$0.00	\$0.00
2013 YEAR-TO-DATE OTHER FUNDS	\$123,404.72	\$10,505.00
2013 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
2014 YEAR-TO-DATE OTHER FUNDS	\$7,044.95	\$935.00
2014 YEAR-TO-DATE ADJUSTMENTS	\$0.00	\$0.00
GRAND TOTAL	\$148,749.83	\$13,610.00

(Figures in parentheses are the number of conferences & the number of absence days previously approved for the current school yr.)



Date: November 12, 2013
To: Dr. Robert Haworth
From: Mr. W. Douglas Thorne
Subject: Personnel Recommendations

Certified

- a. **New Certified Staff** – We recommend the following new certified staff for employment in the 2013-14 school year:

Carissa Glasgow	Hawthorne/Intervention
Alexis Valdez	Beck/ENL

- b. **Change of Maternity Leave** – We recommend a change in a maternity leave for the following employee:

Angela Raval	Central/ENL
Begin: 10/22/13	End: 11/8/13

- c. **Maternity Leave** – We recommend a maternity leave for the following employee:

Brandy Hill	Roosevelt/Intervention
Begin: 11/8/13	End: 1/10/14

- d. **Resignation** – We report the resignation of the following employee:

Rocky Sites	Central/Social Studies
Began: 8/17/09	Resign: 11/15/13

Classified

- a. **Separation Agreement** – We recommend the approval of an agreement related to compensation for an employee.

- b. **New Employees** - We recommend regular employment for the following classified employees:

Shannon Baker
Began: 8/29/13

Pinewood/Paraprofessional
PE: 11/1/13

Barry Beyer
Began: 8/28/13

Cleveland/Paraprofessional
PE: 10/30/13

Sherry Burton
Began: 8/27/13

Riverview/Paraprofessional
PE: 10/29/13

Edry Danner
Began: 8/27/13

Transportation/Bus Driver
PE: 10/29/13

Margaux Dever
Began: 8/26/13

Riverview/Paraprofessional
PE: 10/28/13

Kathleen Enfield
Began: 8/19/13

Pinewood/Paraprofessional
PE: 10/21/13

Mary Jayne Hammontree
Began: 8/26/13

Pierre Moran/Secretary
PE: 10/21/13

Jennifer Hayes
Began: 8/19/13

Pinewood/Paraprofessional
PE: 10/21/13

Michelle Hines
Began: 9/3/13

West Side/Roosevelt/Food Services
PE: 11/4/13

Abigail Howell
Began: 8/21/13

Bristol/Paraprofessional
PE: 10/23/13

Charlotte Hunnings
Began: 8/27/13

Roosevelt/Paraprofessional
PE: 10/29/13

Kivvon Jackson
Began: 8/19/13

Memorial/Rec/Supply Sub Driver
PE: 10/21/13

Kyseidra Jackson
Began: 8/19/13

Osolo/Paraprofessional
PE: 10/21/13

Heather Kidder
Began: 8/28/13

West Side/Paraprofessional
PE: 10/30/13

Pushpa King
Began: 8/29/13

Monger/Paraprofessional
PE: 11/1/13

Jasmina Klapuh
Began: 8/29/13

Hawthorne/Paraprofessional
PE: 11/1/13

Jose Lopez
Began: 8/19/13

ESC/Support Tech I
PE: 10/21/13

Rebecca Mathes
Began: 8/19/13

North Side/Osolo/Food Services
PE: 10/21/13

Terri Morris
Began: 8/27/13

PACE/Paraprofessional
PE: 10/29/13

Patricia Peete
Began: 9/3/13

Pierre Moran/Paraprofessional
PE: 11/4/13

Jamie Schultz
Began: 9/3/13

Beck/Paraprofessional
PE: 11/4/13

Margaret Scott
Began: 8/26/13

Monger/Paraprofessional
PE: 10/28/13

Emily Toledo
Began: 9/3/13

Riverview/Paraprofessional
PE: 11/4/13

Kimberly Williams
Began: 8/21/13

Beardsley/Paraprofessional
PE: 10/23/13

c. Resignation – We report the resignation of the following classified employees:

Jeremy Barron
Began: 3/29/12

ESC/Support Tech I
Resign: 11/8/13

Jocelyn Gordon
Began: 11/29/12

Central/Food Services
Resign: 10/22/13

Mary Werley
Began: 8/15/11

Memorial/Food Services
Resign: 11/22/13

d. Retirement – We report the retirement of the following classified employee:

Lester Jackson
Began: 6/2/86

Pierre Moran/Custodian
Retire: 1/3/14
26 Years of Service